



Ministry General Information

Ministry Name First Presbyterian Church	Presbytery Cascades	Synod The Pacific
Email fpcm@firstpresmedford.org	Preferred Phone 541-779-1711	Website Address www.firstpreschurchmedford.com
Mailing Address 85 S Holly St, Medford, OR 97501-3157	Alternate Phone/Email	Community Type Urban
Congregation or Organization Size 101-250 members	Curriculum Feasting on the Word	Average Worship Attendance 139
Church School Attendance 6	Statistical Report https://ogaapps.pcusa.org/api/report/7129	
Intercultural Composition White: 98%, Hispanic/Latinx: 1%, Asian/Pacific Islander/South Asian: 1%		Released Date 1/6/2026

Information about the Position

Position Requirements

Position Type(s) Head of Staff	Language Requirements English
Experience Required 2 to 5 Years	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? Yes
Training/Certificate Requirements Clinical Pastoral Education Training	

Ministry Requirements

Church Mission/Vision Statement
Our Mission

Nurturing people in body, mind and soul for the glory of God.

FPC is known as the "church that feeds people." Our mission is to provide nourishment and a welcoming environment, while fostering opportunities for reflection on God's mercy, beauty, and love. We are dedicated to responding to God's grace with openness, humility, and kindness toward all individuals.

Our Vision/Core Values**Faithful to God**

Our church is historically rooted in meaningful worship. We connect with God through prayer and thoughtful engagement with Scripture, seeking guidance in our daily walk. We deeply value music and visual art as ways to enhance our worship experience.

Grounded in Love

We respond to God's grace and unconditional love we received by caring for each other with open and accepting hearts. All are welcome.

Responsive to the World

We believe God calls us to share love and serve all people. In connection with our community, we are committed to serving our neighbors locally and globally with justice, kindness and humility.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Our pastor shall lead us:

In Faith

Plan and conduct worship services with

- appropriate liturgies
- meaningful prayers
- relevant, compelling sermons – theologically and Biblically based, calling the congregation to personal faith in Christ
- Administer sacraments, weddings, memorials

In Love

Provide appropriate pastoral care

- Visit, comfort, counsel parishioners with need at home, in hospital and nursing homes
- Empower and train caregiving volunteers to provide spiritual care to our members in need
- Serve as liaison to Board of Deacons
- Participate in social and congregational activities, building sense of community, support and friendship
- Support and expand musical traditions

In Mission

Support mission outreach

- Be involved with church mission activities
- Build partnerships with community organizations
- Join and support local ministerial associations
- Serve as church representative in civic matters
- Be public spokesperson

Our pastor will:

Supervise and work with staff

- Demonstrate effective staff managerial and organizational skills
- Moderate the Session and assist committees, attend both

Lead members in church growth

- Provide outreach to newcomers, re-engage inactive members
- Help church leaders publicize activities
- Assist in developing vision and direction
- Grow new ideas and approaches
- Lead congregation in adaptive change

Be involved with Presbytery, denomination, and PCUSA

Attend to their own spiritual development

Compensation & Housing

Minimum Effective Salary
75000

Housing Type
Housing allowance

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

First Presbyterian Church is a downtown church, founded 140 years ago during the formation of our town. It has served as a cornerstone within the community, providing opportunities for worship, fellowship, music, and service. Over the years, FPC members have actively taken part in local ministries sharing God's message of love through diverse acts of service.

Our on-going mission is to engage with our neighbors and respond to their needs. Guided by our mission statement, we strive to nurture individuals, addressing their physical, emotional, and spiritual needs with unconditional love, compassion, and humility.

Our Mission Committee works with local partners to secure volunteers, funding, and grants for food distribution to the low-income and homeless. We provide sack lunches and facilitate a food pantry. Additionally, FPC supports the Hawthorne Park project, hosts Narcotics Anonymous meetings, coordinates foot care with OSU nursing staff, and operates a respected childcare center.

Our congregation is known for its warmth and dedication to building meaningful connections within our group and the larger community. Oversight of progress towards our vision is managed by the Congregational Vitality Committee, which monitors activities and projects focused on enhancing the well-being of all current, visiting, and prospective members.

With new leadership, we hope to further expand these ministries and help our members deepen their spiritual connections and relationships with God.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Nestled in the scenic Rogue Valley of Southern Oregon, Medford is a vibrant city celebrated for its beautiful landscapes, Mediterranean climate, rich outdoor recreation, cultural attractions, and excellent health care. It is a community that offers the best of both urban amenities and small-town charm. With 86,000 residents, Medford acts as the central hub for nearby towns and rural areas, bringing the total regional population to over 200,000.

Medford has an increasing number of retirees. Most FPC members are also retired. As we collected data for our 2025 mission study, we interviewed several local partners who named key challenges facing the community:

- Lack of affordable housing
- Limited job opportunities
- Shortage of mental health and substance abuse services
- Significant homeless population
- Hunger and food insecurity
- Insufficient support for children and families
- Gaps in services for seniors

Our ministries currently target hunger relief, health care support, and music and arts programs. Our initiatives boost community engagement and allow us to build meaningful partnerships. Looking ahead, we plan to connect with more diverse communities and families, partner with local schools, and develop programs tailored for older adults. We also plan to explore ways to use our facility's space in support of these new initiatives.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

We seek a pastor who can help us cultivate creative outreach and build new partnerships to better serve Medford's community.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

FPC is blessed with a core of faithful witnesses committed to sharing Christ's message within our church and the wider community. Key initiatives we have undertaken:

- Our missions committee and volunteers provide weekly meals and services to hundreds in need
- Our worship services benefit from a strong music program with a choir led by our new music director
- Deacons maintain regular contact with parish members and tend to their needs
- Building and ground staff ensure our facilities are well maintained and inviting
- The Congregational Vitality Committee continually works to strengthen our internal and organizational outreach
- Our recent mission study has identified existing strengths and posed opportunities for future growth

We are seeking a fellow traveler, spiritual leader, partner, and friend to help us in building on this momentum to advance our mission of "nurturing others in body, mind and soul for the glory of God". An ideal pastor will:

- Help bring people together in community and belonging
- Lend support to existing committees and programs
- Collaborate with both staff and leadership to improve how everyone communicates
- Build partnerships within the community to address needs
- Extend outreach to children, families, and seniors
- Creatively embrace new opportunities for service

Our doors, hearts, and hands are open and ready! We invite a leader to help us connect towards the future in faithful service.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

We seek an experienced pastor with a deep faith grounded in the timeless message the Gospel provides. This person must be skilled in delivering compelling sermons that are relevant to the world we live in, thought provoking, and invite us into a deeper relationship with God. We are open to different styles of presentation and value the incorporation of music and visual arts to enhance the worship experience. To boldly pursue our mission and vision, we need a candidate who is:

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

- A visionary who inspires us to see and pursue new possibilities
- A compassionate communicator who relates to people of diverse backgrounds and circumstances
- A strategic diplomatic leader who listens closely and engages collaboratively to bring people together around a shared mission
- An adaptive change agent who is adept at navigating cultural shifts with hope, joy, and persistence
- A mediator who manages conflict by demonstrating effective emotional and social intelligence
- A compelling pastor who seeks solutions when facing challenges
- A life-long learner who thinks innovatively and stays flexible
- A compassionate bridge-builder who forms strong, caring relationships with staff, congregants, committees, and members of the broader community
- A nurturer who encourages spiritual growth in others and cultivates the unique skills and gifts present to serve the community
- A resilient and faithful shepherd who embraces the calling to serve as pastor with enthusiasm while showing personal autonomy

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

Members at FPC desire a deeper connection with God and one another. We seek a pastor who is committed to their faith and uses their talents to lead with compassion, creativity, and love.

We expect our pastor to be the worship leader, arranging weekly sermons and ensuring that the Bible and prayer are central to all church activities. They should connect teachings to current issues, while keeping to our traditions of beauty and music in worship. They work closely with the music director and our worship committee in planning events.

Providing pastoral care is an essential responsibility. This involves building trusting relationships and giving spiritual and emotional support. The pastor's duties include mentoring, supporting individuals during hospital or home visits, offering crisis counseling, leading memorials and weddings, and working with the Deacons to meet the needs of the congregation.

FPC seeks a pastor who supports our mission, values ongoing projects, and brings fresh perspectives. We want a leader who advocates for Christ's work and builds partnerships in our community.

The pastor at FPC serves as head of staff, providing leadership to employees, church leaders, and volunteers in pursuit of our shared objectives. This position demands strong skills in organization, collaborative delegation, and effective supervision.

Foremost, FPC needs a pastor who will engage our church in adaptive change – guiding one of Christ's churches into the future world of service.

Optional Links

First Presbyterian Church, Medford - Website - <https://firstpreschurchmedford.org>

Connecting Towards the Future - FPC 2025 Mission Study - <https://firstpreschurchmedford.org>

Sarah Corson Child Care Center - FPC Child Care Mission - <https://firstpreschurchmedford.org>

Presbytery of the Cascades - Website - <https://cascadespresbytery.org>

PCUSA - FPC Statistics - <https://pcusa.org/congregation/first-church-medford-or>

FPC Facebook - Activity information - www.facebook.com/firstpreschurchmedford/

FPC Youtube - Sermons and Music - <https://www.youtube.com/channel/UCoYa2yAR3wQPfWN7cr3X4mw>

References

Reference #1

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Reference #2

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Reference #3

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